



STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 18

AN ORDER ESTABLISHING A COMMISSION ON
HUMAN RELATIONS

WHEREAS, The Constitution of the United States of America and the State of Tennessee guarantee to every individual the equal protection of the laws, and

WHEREAS, the public policy of our nation and state is that all persons are created equal and that every individual shall have equal right to life, liberty, and pursuit of happiness regardless of race, color, creed or national origin, and

WHEREAS, a public consciousness exists for the desirability of establishing and promoting enlightened leadership and responsible programs to insure fair and equal opportunity and treatment for all racial, religious, and ethnic groups.

NOW, THEREFORE, I, FRANK G. CLEMENT, Governor of the State of Tennessee, by virtue of authority vested in me by the Constitution and laws of this State, do direct that:

Section 101. There is hereby created a Tennessee Commission on Human Relations which shall be composed of twenty-one members representing all geographical areas of the State together with such representatives of state and local governments as members ex officio as shall be deemed desirable. At the time of appointment, one member shall be designated Chairman and one member as Vice Chairman. Terms of membership shall be for a period of three years except upon establishment, seven members shall be appointed for a period of one year, seven for a period of two years, and seven for a period of three years. Appointments shall be made by the Governor. The Commission shall meet within thirty (30) days of appointment and thereafter upon call of the Chairman. Vacancies on the Commission shall be filled by the Governor within thirty (30) days after a vacancy occurs.

Section 102. The functions and responsibilities of the Commission shall include the following:

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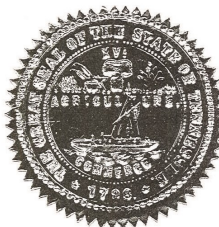
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1. To encourage, promote, and develop fair and equal treatment and opportunity for all persons regardless of race, color, creed, or national origin.
2. To coordinate and assist local governmental agencies and commissions on human relations in their efforts to promote better human relations.
3. To cooperate with the Tennessee Council on Human Relations; community, professional, civic and religious organizations; Federal agencies, and agencies from other states in the development of public information programs, leadership, and activities in the interest of equal opportunity and treatment of all racial, religious and ethnic groups.
4. To conduct research projects and studies and to make reports on race relations in Tennessee.
5. To annually and periodically report to the Governor on the activities of the Commission.
6. To adopt such rules and regulations as are necessary to govern the proceedings of the Commission and to conduct all meetings in accordance with said rules and regulations.

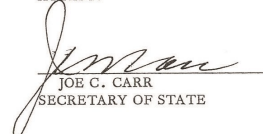
Section 103. The State may furnish a stenographic employee at the Commission meetings for the purpose of recording minutes of said meetings. The financial operations of the Commission shall be subject to an annual audit by the Comptroller of the Treasury.

IN TESTIMONY WHEREOF, I have herewith subscribed my official signature and affixed the great seal of the State of Tennessee this 30th day of September, 1963.


FRANK G. CLEMENT
GOVERNOR



ATTEST:


JOE C. CARR
SECRETARY OF STATE

HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1963 September 30, 1963, Governor Frank Clement signed Executive Order 18 creating the Tennessee Human Relations Commission (THRC) to encourage, promote and develop fair and equal treatment and opportunity for all persons.

1964 January 1, 1964, Governor Clement appoints Rev. Sam Dodson, Pastor of Calvary Methodist Church of Nashville, as Chair of the Commission along with 12 others to staggered terms.

January 3-14, 1964, Governor Clement completes all appointments and releases the names to the public.

Rev. Sam Dodson, Nashville, Chairman

A.W. Willis, Memphis, Vice Chairman

Rev. C.F. Williams, Memphis

Monsignor M.F. Kearney, Memphis

George Barrett, Nashville

Matthew Lynch, Nashville

Dr. Charles T. Morgan, Nashville

Chancellor Madison Sarratt, Nashville

Dr. Charles W. Johnson, Nashville

Dr. Felix Robb, Nashville

Rev. Frank R. Gordon, Knoxville

Dr. Arthur Graham, Oak Ridge

Dr. Elmer P. Gibson, Morristown

Rabbi Max Zucker, Knoxville

Dr. Edward Boling, Knoxville

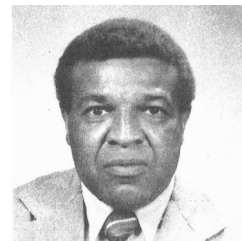
January 23, 1964, the Commission holds its first meeting. The agenda included three items: Organize THRC within 30 days; hear about climate in 4 largest cities; and hear from the Tennessee Council on Human Relations.

The Commission held meetings on March 24, April 30, May 28, and June 30. During these meetings the Commission addressed a variety of topics including: the March 17, 1964 Executive Committee Meeting, Executive Director and staff, Fair Employment Practice Code, Civil Rights Bill, Public Accommodations, Letter of Recommendation to City of Knoxville regarding the Desegregation of City of Knoxville Schools, May 14, 1964 Department of Transportation memo regarding compliance with Federal laws and the May 14, 1964 Department of Employment Security Objection to the Proposed Code of Fair Practices.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1965 March 12, 1965, Governor Clement invites prominent individuals including Kentucky Commission on Human Rights Director Galen Martin, court judges and mayors to speak at the March 21-23, 1965 Governor's Conference.



July, the 84th General Assembly of the State of Tennessee forbids discrimination and segregation in state supported/state-aid/state licensed institute of Education.

First field office opens in Memphis.

Commission developed and mailed a list of recommendations to improve intergroup relations regarding housing to every Housing Authority in Tennessee.

A "Memo to Managers" was mailed to each of the more than 10,000 hotels, motels, theaters, restaurants and movie houses in Tennessee explaining the coverage and enforcement provisions of the Civil Rights Act and the steps that proprietors should take to carry out an effective equal service policy.



There were 30 formal complaints of employment discrimination and 18 formal complaints of discrimination in public accommodations during this reporting period.

1966 Commissioners began a review of Executive Order 18 and the need for a Human Rights Law and model bill.

1967 July 1, 1967, the Legislature authorized the Commission as an independent state agency and the name was changed to the Tennessee Commission for Human Development (TCHD) with official operation beginning on August 21, 1967. The Commission was given a budget of \$50,000 and Commissioners were reduced to 15 with a requirement to meet at least 4 times per year.



November 29, 1967, Commission develops and sends a list of recommendations to Governor Ellington.

July 1, 1967, the agency received, processed and investigated 107 formal complaints of discrimination since becoming the Tennessee Commission for Human Development.

1968 January 24, 1968, Governor Ellington issues a memo to all departments regarding Equal Opportunity guidelines.

April 15, 1968, a directive is issued that states all public contracts/notations on all publications should read "Tennessee is an equal opportunity employer."



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1968 Temporary East Tennessee office opens at 846 McCallie Avenue, Chattanooga, Tennessee.

November 22, 1968, 1st Annual Governor's Conference on Housing is held. Kentucky Commission on Human Rights Director Galen Martin spoke.

Commission receives a grant from Equal Employment Opportunity Commission (EEOC) for the purpose of expanding efforts of promoting equal opportunity in the hiring and recruitment practices of Tennessee Employers.

1969 April 4, 1969, Governor Ellington and TCHD issue statements in memory of Dr. King. TCHD participates in a Memorial March held in Memphis.

March 11, 1969, TCHD holds a Knoxville meeting on Fair Housing where more than 200 attended.

1970 TCHD documents and issues a report for the period 1962-1970 showing the number of state departments employing blacks rose from 14 to 33. The number of non-white employees rose from 7.1% to 11%.

May 1970, the Commission becomes aware of the new federal guidelines to ensure equal employment opportunity and sponsored the Second Annual Governor's Conference on Human Rights.

TCHD receives \$17,500 grant from EEOC.

1971 January, 1971, all of Governor Dunn's Cabinet members meet with TCHD staff and commissioners

1972 June 14, 1972, Governor Dunn meets with TCHD Chair and professional staff and issues Executive Order on Affirmative Action for State Government and authorizes TCHD to monitor and report on findings to him.

January 28, 1972, Governor Dunn addresses Commission about his Executive Order and asked Commission for support on equal opportunity and affirmative action initiatives in state government.

July 14, 1972, TCHD develops internal board procedures and begins discussion on desire to become an enforcement agency.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1972 July 1972, TCHD gains support of Tennessee Municipal League. State Representative Alvin King proposes legislation to change agency name to Tennessee Human Rights Commission.

August 11, 1972, Commissioner Jocelyn Dan Wurzburg receives letter from Tom Ebendorf of the Kentucky Commission on Kentucky Human Rights Law, its need and how it functions.

August 18, 1972, discussions continues on enforcement status and TCHD asked the enforcement/legislative committee for assistance with drafting legislation. TCHD reviews the report of personnel department/Affirmative Action plans. TCHD Budget was \$98,000.

July-September, 1972, establishes office in Chattanooga. TCHD issues Report on Minority Employees in Tennessee. Launches Community Relations Program.

October 16, 1972, discussion continues regarding enforcement authority as a Commission initiated bill. Discussion notes that Governor Dunn supports the bill and will sign it.

December, 1972, TCHD holds 250-person Governors Conference on Human Rights.

1973 Governor Dunn issues a proclamation for 1973-1983 as the decade for action to combat racism and racial discrimination in Tennessee.

1978 March 16, 1978, the Tennessee Human Rights Act became law which transformed the Commission from an advisory to enforcement organization with powers to investigate, conciliate and litigate claims of discrimination. Commissioner Jocelyn Dan Wurzburg, a Memphian, wrote the law and Senator Avon Williams sponsored the law in the Tennessee General Assembly

1979 Tennessee Human Rights Act amended to include sex (gender)
TCHD receives EEOC grant to assist in monitoring private business.

1980 Tennessee Human Rights Act amended to include disability.

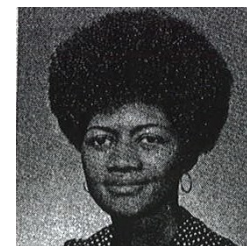
1983 July 1983, the name of the Commission is officially changed to the Tennessee Human Rights Commission (THRC).

1984 During Fiscal Year '83- '84, the Commission closed 552 employment cases and obtained \$396,066 in monetary benefits.

July 1984, the Tennessee Human Rights Act is amended to include housing.

1985 During Fiscal Year '84- '85, the Commission closed 754 employment cases and obtained \$400,875 in monetary benefits.

HUD certifies THRC's law as "substantially equivalent" with federal fair housing laws through a Memorandum of Understanding.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1986 During Fiscal Year '85- '86, the Commission closed 819 employment cases and obtained \$532,575 in monetary benefits.

1987 November 30, 1987, the U.S. Equal Employment Opportunity Commission (EEOC) certifies THRC as a Fair Employment Practice Agency in the Federal Register which allows dual processing of cases and provides a computer for more efficient operations.

During Fiscal Year '86- '87, the Commission closed 796 employment cases and obtained \$494,888 in monetary benefits.

1988 January 1, 1988, the Maternity Leave Act is transferred to the Tennessee Human Rights Act.

March 6, 1988, THRC jurisdiction expands to include private employers.

April 8, 1988, upper age limits of 70 are deleted from the Tennessee Human Right Act to comply with federal Age Discrimination in Employment Act.

During Fiscal Year '87- '88, the Commission closed 553 employment cases and obtained \$583,323 in monetary benefits.

1989 During Fiscal Year '88- '89, the Commission closed 998 employment cases and obtained \$569,919 in monetary benefits and closed 47 housing case and obtained \$1,200 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

1990 July 1990, the Tennessee Human Rights Act is amended to include familial status and disability to housing laws.

During Fiscal Year '89- '90, the Commission closed 844 employment cases and obtained \$484,148 in monetary benefits and closed 48 housing case and obtained \$6,685 in monetary benefits. Non-monetary benefits included reinstatement of jobs, promotions, modification or accommodation, policy changes, reinstatement of housing, training, and improved conditions.

1991 During Fiscal Year '90- '91, the Commission closed 655 employment cases and obtained \$736,448 in monetary benefits and closed 40 housing case and obtained \$10,302 in monetary benefits. Non-monetary benefits included reinstatement of jobs, promotions, modification or accommodation, policy changes, reinstatement of housing, training, and improved conditions.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1992 THRC Chattanooga Regional office relocates to state office building

THRC Central office in Nashville relocates to Cornerstone Square building.

During Fiscal Year '91- '92, the Commission closed 650 employment cases and obtained \$845,528 in monetary benefits and closed 46 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, equal opportunity training, and improved working conditions.



1993 July, 1993, THRC signs a Memorandum of Understanding updating its cooperative work share agreement with the U.S. Department of Housing & Urban Development (HUD) certifying THRC's law is substantially equivalent with federal fair housing laws .

During Fiscal Year '92- '93, the Commission closed 644 employment cases and obtained \$450,436 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes equal opportunity training, and improved working conditions.



1994 During Fiscal Year '93- '94, the Commission closed 677 employment cases and obtained \$323,420 in monetary benefits and closed 61 housing cases and obtained \$9168 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



1995 During Fiscal Year '94- '95, the Commission closed 650 employment cases and obtained \$656,560 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, equal opportunity training, and improved working conditions.

1996 During Fiscal Year '95- '96, the Commission closed 645 employment cases and obtained \$311,130 in monetary benefits and closed 142 housing cases and obtained \$24,400 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



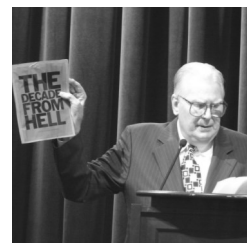
1997 A Title VI Division is created within THRC consisting of 3 coordinators and a secretary to monitor Title VI compliance of T.C.A. , §4-21-904 to 905.

HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

1998 During Fiscal Year '97- '98, the Commission closed 536 employment cases and obtained \$446,311 in monetary benefits and closed 106 housing cases and obtained \$14,298 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



1999 During Fiscal Year '98- '99, the Commission closed 676 employment cases and obtained \$577,030 in monetary benefits and closed 105 housing cases and obtained \$500 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



2000 During Fiscal Year 1999-2000, the Commission closed 735 employment cases and obtained \$295,184 in monetary benefits and closed 108 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

2001 During Fiscal Year '00- '01, the Commission closed 549 employment cases and obtained \$379,568 in monetary benefits and closed 116 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

THRC holds its first Employment Law Conference to educate employers on their responsibilities.



2002 During Fiscal Year '01- '02, the Commission closed 788 employment cases and obtained \$374,916 in monetary benefits and closed 103 housing cases. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

2003 During Fiscal Year '02- '03, the Commission closed 789 employment cases and obtained \$313,823 in monetary benefits and closed 100 housing cases and obtained \$48,263 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

2004 During Fiscal Year '03- '04, the Commission closed 700 employment cases(46 through mediation) and obtained \$516,000 in monetary benefits and closed 102 housing cases and obtained \$104,718 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



2005 During Fiscal Year '04- '05, the Commission closed 580 employment cases and obtained \$115,452 in monetary benefits and closed 97 housing cases and obtained \$28,397 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



2006 During Fiscal Year '05- '06, the Commission closed 614 employment cases and obtained \$10,416,073 in monetary benefits and closed 105 housing cases and obtained \$5364 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

2007 During Fiscal Year '06- '07, the Commission closed 562 employment cases and obtained \$467,791 in monetary benefits and closed 108 housing cases and obtained \$37,040 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



THRC expands its education and outreach initiatives by conducting a radio advertisement campaign promoting equal opportunity on 85 radio stations across 90 Tennessee counties. THRC outreach worked closely with grassroots organization and made presentations in over 80 workshops, seminars, home ownership fairs festivals and exhibits speaking to over 90,000 people.

2008 During Fiscal Year '07- '08, the Commission closed 489 employment cases and obtained \$71,000 in monetary benefits and closed 127 housing cases and obtained \$27,000 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions. THRC resumes its mediation program with five additional staff trained as Rule 31 civil mediators.



HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

2009 During Fiscal Year '08- '09, the Commission closed 376 employment cases and obtained \$278,525 in monetary benefits and closed 122 housing cases and obtained \$12,588 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions. THRC has 8 - Rule 31 trained mediators who conducted 34 employment mediations resulting in \$94,578 of the above-mentioned monetary benefits for the complainants.



2010 During Fiscal Year '09- '10, the Commission closed 543 employment cases and obtained \$440,898 in monetary benefits and closed 155 housing cases and obtained \$69,502 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



The TN Legislature transfers authority for Title VI of the Civil Rights Act compliance for all state agencies to the Commission. THRC hires its first Title VI Director and creates its state rules and regulations governing the functions and reporting activities of all Tennessee executive branch departments and agencies subject to Title VI.

THRC launches its statewide Commissioner's Listening Session in each of the three grand divisions of the state – East, Middle and West.

2011 The rules and regulations for the Title VI Compliance Program are passed by the Tennessee Legislature and became effective February 13, 2011.



During Fiscal Year '10- '11, the Commission closed 602 employment cases and obtained \$282,845 in monetary benefits (\$81,377 were from mediations) and closed 66 housing cases and obtained \$219,121 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.

THRC launches a Facebook page, a statewide radio campaign and partners with over 125 organizations in 95 different education and outreach events reaching over four million individuals.



The Tennessee General assembly passes a law establishing a framework for the consideration of evidence offered during all stages of the proceedings in employment discrimination and retaliation cases conforming to federal standards.

HISTORY OF THE TENNESSEE HUMAN RIGHTS COMMISSION

2012 THRC is honored by the April 4th Foundation at their 12th Annual Awards Banquet in Memphis with their Open Door Award which honors those who have “opened doors” and followed in the spirit of Dr. Martin Luther King, Jr.

THRC signs a partnership agreement with the National Community Reinvestment Coalition to provide training and resources for THRC staff and other housing industry personnel on fair lending abuse and mortgage fraud.

During Fiscal Year ‘11- ‘12, the Commission closed 446 employment cases and obtained \$179,030 in monetary benefits(\$96,857 were from mediations) and closed 113 housing cases and obtained \$33,370 in monetary benefits. Non-monetary benefits were obtained which included reinstatement of jobs, transfers, promotions, modification or accommodation, policy changes, reinstatement of housing, fair housing and equal opportunity training, and improved working conditions.



Pictured (left to right): Nashville HUD Field Office Director Keith Richards, THRC Executive Director Beverly L. Watts, Governor Bill Haslam, Former THDA Executive Director Ted R. Fellman



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